

Creating Policies That Support a More Positive School Climate to Reduce Suspensions and Expulsions

A NCSSLE Online Learning Event



Safe Supportive Learning
Engagement | Safety | Environment



- **This is a “Listen-Only” online event.**
- **Opportunities to participate include:**
 - Polling questions
 - Chat box
- **Shared materials will be emailed and posted online within a week after the event is over.**

If you are having any audio or other issues, please contact ncssle@air.org and we will be happy to assist you.



Creating Policies that Support a More Positive School Climate to Reduce Suspensions and Expulsions

Online Learning Event

September 19, 2016

- Bersheril Bailey, Great Lakes Comprehensive Center, AIR
- Polly Brainerd, Eaton County Regional Education Service Agency
- Lauren Kazee, Michigan Department of Education
- Steve Gabriel, Grand Ledge School District



What is your role?

- Project Director
- Grant Coordinator
- School Climate/School Improvement Team Member
- Mental Health Team Member
- Elementary School Counselor
- Secondary School Counselor
- Teacher
- Principal/School Administrator
- Other (please type your role in the chat box)



1 Why Consider Adapting School Discipline Policies?

2 What Happened in Michigan at the State Level?

3 What Happened in Michigan at the Local Level?

4 What Might You Consider in Your Setting?



Why is the topic of adapting school discipline policies of interest?

- to improve school climate
- to reduce suspensions and expulsions
- to learn what other states/districts are doing
- to implement culture change in schools
- Other (Please type your interest in the chat box.)

Why Consider Adapting School Discipline Policies?





What is Zero Tolerance?

The American
Physiological Association
Zero Tolerance Task
Force defines it as...

- **A philosophy or policy that mandates the application of predetermined consequences, most often severe and punitive in nature, that are intended to be applied regardless of the gravity of behavior, mitigating circumstances, or situational context.”**

Zero Tolerance Assumptions



- School violence requires no-nonsense strategies for violence prevention.
- Mandating punishment for certain offenses increases the consistency of school discipline.
- Removal of students who violate school rules creates a school climate more conducive to learning for those who remain.
- The swift and certain punishments of zero tolerance have a deterrent effect on students.
- Parents overwhelmingly support the implementation of zero tolerance policies to ensure the safety of schools, and students feel safer knowing that transgressions will be dealt with in no uncertain terms.

Real World Example of Zero Tolerance



Watch video by American Civil Liberties Union- *Gone Too Far: Our Kids in Handcuffs*

Description: This video is about a real student and others in his life who have been impacted by Zero Tolerance Policies.

https://www.youtube.com/watch?feature=player_embedded&v=gEMslXo_3lg



Do you currently have zero tolerance policies in your school or district?

Yes

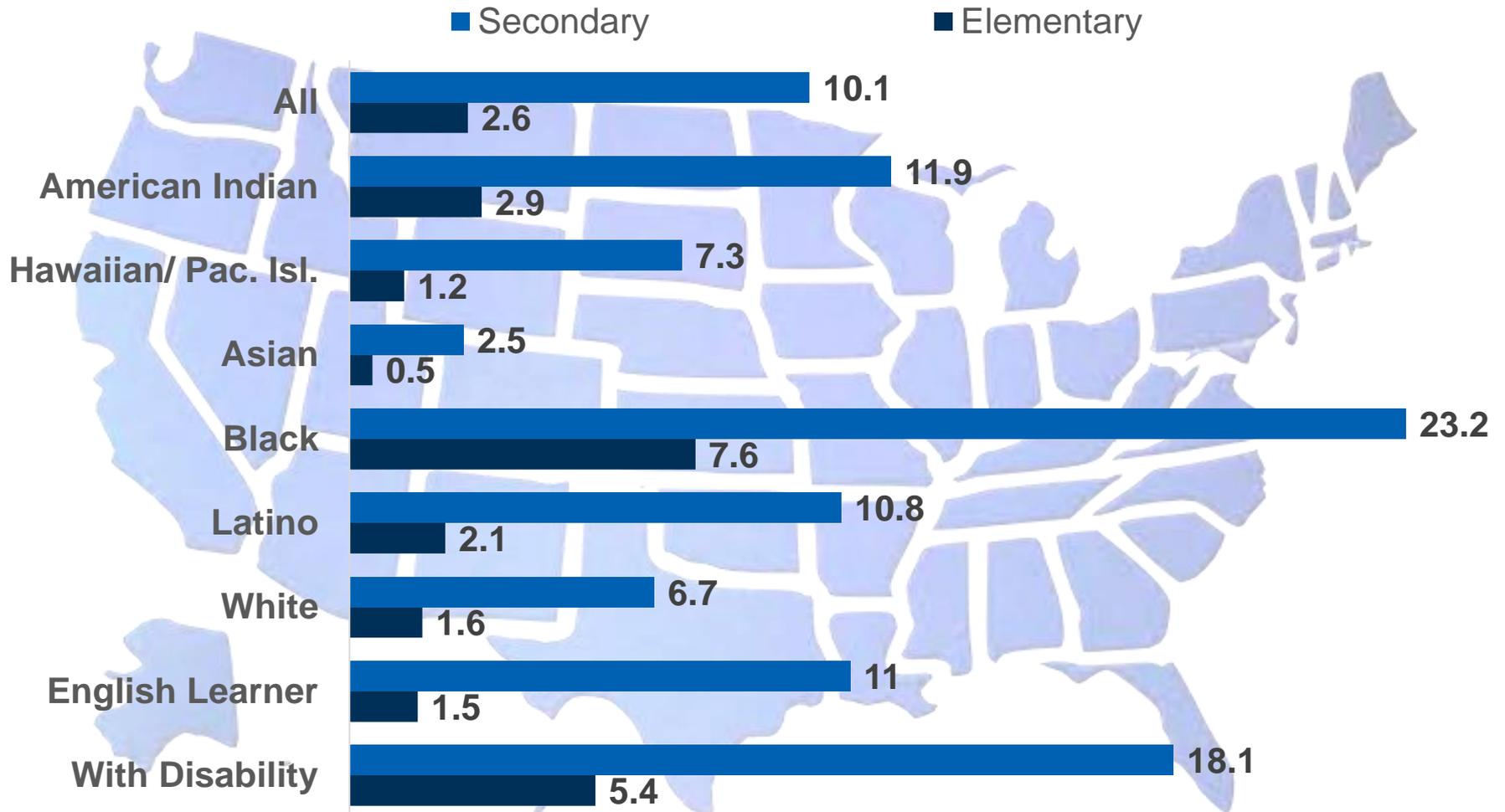
No



What do *you* think are the results of zero tolerance policies? *(Check all that apply)*

- Improved student behavior in school
- Increased suspension and expulsion rates
- Improved school climate
- Poor academic outcomes for disengaged students
- Other (Please type your response in the chat box.)

Elementary and Secondary Out-of-school Suspension Percentage Rates by Subgroup, 2011-12





Racial Disparities in School Discipline

Black students are 3-4 times more likely than their white peers to be expelled or face multiple suspensions from school.

Risk of Being Expelled

Black



White

Risk of Facing Multiple Suspensions



Source: U.S. Department of Education, Office for Civil Rights, Civil Rights Data Collection, 2009-10

American Institutes for Research | www.air.org

What Happened at the State Level to Support Schools and Districts?



Michigan's Response To Addressing Zero Tolerance Policies



- Michigan's Model Policy on Alternatives to Suspension and Expulsion
- Michigan's Model Code of Student Conduct
- Alternatives to Suspension and Expulsion Toolkit
- Social and Emotional Learning Standards and Guidance

Michigan's Model Policy on Alternatives to Suspension and Expulsion



- Convened a task force of diverse stakeholders.
- Reviewed other state policies.
- Drafted Michigan model policy.
- Solicited stakeholder feedback.
- Revised draft.
- Adopted by State Board of Education.
- Developed Model Code of Student Conduct.

Michigan's Model Policy on Alternatives to Suspension and Expulsion



The Michigan State Board of Education strongly urges school districts to review existing zero-tolerance policies and adopt practices that allow educators to address disciplinary matters as opportunities for learning instead of punishment (MDE, 2014).

Michigan State Board of Education Model Code of Student Conduct:

https://www.michigan.gov/documents/mde/Revised_Code_of_Student_Conduct_SBE_Approved_465406_7.pdf



Toolkit Contains Three sections

Administrators

**Family
Members**

**Restorative
Justice**



Michigan Department of Education

Search



State Board of Education

Administrators

Career & College Ready

Early Learners and Care

Educator Certification

Food & Nutrition Programs

Grants

MDE Offices

MDE Programs

Active Students

Alternatives to Suspensions and Expulsions Toolkit

Back in School

Culture Change

[MDE](#) > [MDE PROGRAMS](#) > [ALTERNATIVES TO SUSPENSIONS AND EXPULSIONS TOOLKIT](#)



Alternatives to Suspensions and Expulsions Toolkit

This toolkit is designed to accompany the Model Code of Student Conduct and provides guidance on enacting culture change in K-12 schools and addressing behavioral concerns using non-exclusionary methods.

To use this toolkit, choose which statement below that best applies to you or choose the module for Restorative Justice (RJ).

About the Michigan Department of Education School Discipline Toolkit



- Please select the option below that best fits your current needs.
- I am an administrator and I want to improve the culture of my school.
- I am an administrator and I need to implement a specific alternative and want guidance.
- I am an administrator and I want to help my staff be better at alternatives to suspensions and expulsions.



Restorative Justice



Consider the scenario in this video created by the Michigan Department of Education:

- <https://www.youtube.com/watch?v=gbakGp93RR8&feature=youtu.be>
- Note: This video is the first in a series of video modules created by the Michigan Department of Education, and are a great resource for planning adaptations to discipline policies.



What would happen in your school if this incident occurred?

Students would:

- Be sent to detention
- Suspended
- Referred to counselor
- Lose privileges
- Other (Please type your response in the chat box.)



Introduction

Trust Building

Issues

Solution



Is your school using restorative practices?

- Yes
- No



Collaborative for Academic, Social, and Emotional Learning (CASEL) 5 Social and Emotional Learning Core Competencies

Self-Awareness

- Recognize one's own feelings, interests, strengths, and limitations.

Self-Management

- Regulate emotions and manage daily stressors.

Social Awareness

- Take perspective of others and appreciate similarities and differences.

Relationship Skills

- Exhibit prosocial behavior and demonstrate positive social skills in order to develop meaningful relationships.

Responsible Decision Making

- Make ethical decisions, and strengthen the ability to develop appropriate solutions to identified problems.



- Finalize Michigan's SEL Standards.
- Obtain School Board of Education Approval.
- Develop an Implementation Guide.
- Disseminate & Train.
- Educate Leaders and Policymakers.

What Happened at the Local Level?





- Steve Gabriel, Assistant Superintendent of Academic Services with Grand Ledge Public Schools in Michigan
- Twenty-six years experience as a teacher, assistant principal, and principal
- Successful finding alternatives to suspension and expulsion by changing discipline policies and practices
- Passionate about serving in and advocating for the future of public education



Great Lakes Equity Center: Policy Equity Analysis Toolkit

http://glec.education.iupui.edu/Images/equity_tools/2016_03_25_Policy%20Toolkit_FINAL.pdf





Identify one take-away from this Online Learning Event that you will share with your school or project staff in the chat box.

Additional Resources for Adapting Discipline Policies



NCSSLE

- [Compendium of School Discipline Laws and Regulations](#)
 - Provides searchable, comprehensive lists of school discipline laws and regulations, by type and state/jurisdiction.
- [Addressing the Root Causes of Disparities in School Discipline: An Educator's Action Planning Guide](#)
 - Provides tools to assess and systematically address disparities in school discipline.

U.S. Department of Education

- [Directory of Federal School Climate and Discipline Resources](#)
 - Provides lists of resources aimed at school climate issues and/or discipline developed or funded by federal agencies.
- [Rethink Discipline Webpage](#)
 - Provides federal guidance materials related to discipline policies.



Thank you for participating in today's OLE!

- **Within the next week a link to a recording of today's session and slides will be available on the NCSSLE Website. We will also email the slides to you.**
- **If you have additional questions about implementing programs or strategies, contact your NCSSLE Technical Assistance Specialist.**
- **If you have grant administration questions, please contact your Federal Project Officer(s).**

References



- Losen, D., Hodson, C., Keith II, M. A., Morrison, K., & Belway, S. (2015). *Are we closing the school discipline gap?* Los Angeles, CA: The Center for Civil Rights Remedies. Retrieved from <http://blogs.edweek.org/edweek/rulesforengagement/UCLA%20-%20Final%20Report.pdf>
- Michigan State Board of Education. (2014). Model Policy on Alternatives to Suspension. [https://www.michigan.gov/documents/mde/Revised Code of Student Conduct SBE Approved 465406 7.pdf](https://www.michigan.gov/documents/mde/Revised_Code_of_Student_Conduct_SBE_Approved_465406_7.pdf)
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- Michigan Department of Education Online Toolkit to Enact Climate and Culture Change and Reduce Student Suspensions and Expulsions.
www.Michigan.gov/mdealternativestoolkit
- Reynolds, C. R., Skiba, R. J., Graham, S., Sheras, P., Conoley, J. C., & Garcia-Vazquez, E. (2008). Are zero tolerance policies effective in the schools?: an evidentiary review and recommendations. *The American Psychologist*, 63(9), 852-862. Retrieved from
<http://www.apa.org/pubs/info/reports/zero-tolerance.pdf>